



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
UNITED STATES ARMY INTELLIGENCE AND SECURITY COMMAND
8825 BEULAH STREET
FORT BELVOIR, VIRGINIA 22060-5246

IAPE-EE

24 March 2006

MEMORANDUM FOR ALL INSCOM PERSONNEL

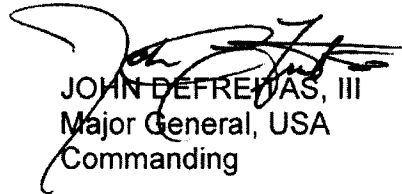
SUBJECT: INSCOM Policy Memorandum #6, Sexual Harassment Policy Statement

1. It is the policy of INSCOM that any form of sexual harassment is unacceptable and will not be tolerated. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitutes sexual harassment when submission to or rejection of this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance or creates an intimidating, hostile or offensive work environment.
2. Training on the Prevention of Sexual Harassment (POSH) is mandatory for all INSCOM personnel.
 - IAW AR 600-20, Chapters 7-8, POSH training is a mandatory semiannual training requirement for military personnel.
 - IAW Office of Assistant Secretary Manpower and Reserve Affairs Policy Letter, 25 June 2003 and 29 CFR 1614, POSH training is a mandatory biennial training requirement for all DA civilians.
3. All INSCOM military and civilian personnel, and those who work with us, have a right to an environment that is free of sexual harassment. Each one of us has a responsibility to maintain the highest standards of integrity, impartiality, and professionalism. Sexual harassment is a behavior that violates DOD policies and the law. Individuals who are found to have engaged in such behavior will be held strictly accountable.
4. Sexual harassment lowers morale, destroys teamwork, and interferes with the productivity of the workforce, thereby affecting the execution of the mission. We will not allow such behavior to detract from the vital missions entrusted to INSCOM. Members of the command, who believe they have been sexually harassed, may file complaints without fear of intimidation and acts or threats of reprisal. See my policy memorandum #26, Complaint Procedures, AR 600-20 (Army Command Policy), and AR 690-600 (EEO Complaints Process).
5. POC is the INSCOM EEO Office, (703) 428-4643 or EO Office, (703) 428-4645.

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SUBJECT: INSCOM Policy Letter #6, Sexual Harassment Policy Statement

6. This memorandum supersedes INSCOM Policy memorandum #6, Sexual Harassment Policy Statement, SAB, 28 February 2005.



JOHN DEFRENAS, III
Major General, USA
Commanding